

**REVIEW OF THE USAID/
DOMINICAN REPUBLIC PORTFOLIO
FOR WOMEN IN DEVELOPMENT
ACTIVITIES AND ISSUES**

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ACRONYMS

ADF	Agricultural Development Foundation
ADZONA	Dominican Association of Industrial Free Zones
AFD	Academy for Educational Development
AI	Association of Industries
AID	Agency for International Development
AIDSCOM	
AIDSTECH	
BACRICALA	Agriculture Bank
CADER	Center for Rural Development and Administration
CDSS	Country Development Strategy Statement
CDE	Dominican Electric Corporation
CEA	State Sugar Council
CHNE	National Council of Businessmen
CNA	National Agricultural Council
CTAF	Central Technical Assistance Facility
CONASIDE	National Commission for AIDS
DACEA	
DESFIL	Development Strategies for Fragile Lands
DR	Dominican Republic
EDUCA	Action Committee for Basic Education
ELT	English Language Training
FHI	Family Health International
FIDE	Economic Development Investment Fund
FONDOMICRO	Fund for the Financing of Micro-Enterprise
FUNDAPEC	Educational Credit Foundation
GODR	Government of the Dominican Republic
HIS	Health Information Systems
IFI	
IFTZ	Industrial Free Trade Zones
INDRHI	National Institute of Hydraulic Resources
IPC	Investment Promotion Council
ISA	Instituto Superior de Agricultura
ISTI	International Science and Technology Institute
JACC	Joint Agriculture and Rural Development
LASPAU	Latin American Scholarship Program for American Universities
MSI	Management Systems International
NFPP	National Family Planning Program
NGO	Non Governmental Organization
ONAPLAN	National Planning Office
PACD	Project Assistance Completion Date
PID	Project Identification Document
PIET	
PIO/T	Project Implementation Order-Technical Assistance
PP	Project Paper
PROAPE	Programa de Asistencia a la Pequena Empresa
PROFAMILIA	Dominican Association for Family Welfare
PROGETS	Program for Control of Sexually Transmitted Diseases and AIDS
PROPE	
PRYN	Proyecto Riego Yaque del Norte
PTIIC	Presidential Training Initiatives for the Islands Caribbean
PUCMM	Pontificia Universidad Catolica Madre Y Maestra

PVO	Private Voluntary Organization
RSM	Rural Savings Mobilization
SAR	Semi-annual Review
SCF	Save the Children Federation, Inc.
SESPAS	Secretariat of Public Health and Social Assistance
SOW	Scope of Work
STP	Technical Secretariat to the Presidency
TAC	Technical Assistance Center
WID	Women in Development
YSURA	Proyecto Yaque del Sur - Azua

REVIEW OF THE USAID/DOMINICAN REPUBLIC PORTFOLIO FOR WOMEN IN DEVELOPMENT ACTIVITIES AND ISSUES

PPC/WID GENESYS PROJECT

EXECUTIVE SUMMARY

This document reviews USAID/Dominican Republic Strategies and Projects to assess the current status of Women in Development (WID) in the USAID portfolio and to make recommendations to improve the integration of gender considerations into the overall development efforts of the Mission. In general, the results of the review indicate that the Mission is cognizant of the importance of incorporating gender concerns into its project and programs. The recommendations focus on ways to highlight or strengthen WID efforts.

A recommended WID Strategy provides a basis for specific project recommendations and general Mission-wide recommendations. The WID Strategy is written in context of the overall Mission Strategy, with a WID strategy statement for each Mission goal as follows:

Goal 1: To expand and diversify private sector investment and employment.

WID Strategy: to create linkages for women's small and micro enterprises and commercial sources of financing.

Goal 2: To provide selected social interventions to address critical needs of the poor.

WID Strategy: to ensure that employment and income growth include the women in the Dominican Republic.

to maintain the current level of participation of women in education and to reduce constraints on women as training participants; and

to ensure that women are included in efforts to improve health status, both as participants and beneficiaries.

Goal 3: To Promote key sectoral policy reforms which support Mission goals of growth and equity.

WID Strategy: to incorporate gender-related variables into policy analysis studies.

The review identifies 5 major categories of project-related recommendations across program divisions in the Mission: 1) reporting and tracking (38% of the total number of recommendations), 2) research (33%), 3) component modification (14%), 4) technical assistance (10%), and 5) training (5%).

Reporting and tracking recommendations focus on better reporting of sex-disaggregated data by the Mission. Many implementing agencies are collecting sex-disaggregated data but are not reporting it to the Mission because it has not been requested. Thus, with minimal effort to request such data, the Mission can document the positive impact many of its projects are having on Dominican women. For several of the projects, recommendations are made to design and implement research which can add to the knowledge base about gender differences, and/or strengthen existing data bases in terms of the ability to disaggregate data by sex. Component modification recommendations focus on suggestions for modification or adaptation of a project or project implementation component to improve the integration of gender considerations. In several instances, recommendations are made for the Mission to request technical assistance to improve the integration of gender considerations into projects or programs. Training in gender issues for those involved in projects is recommended in only one instance. We believe the absence of a greater need for training in this area reflects the overall positive record of the Mission in including both male and female participants in their training programs.

In addition to the WID strategy and specific project-related recommendations, the following cross-sectoral recommendations were made to the Mission:

- A. The Mission should build women in development and gender issues into new project documents, i. e., Project Identification Documents (PIDs), Project Papers (PPs), and Implementation Plans. Scopes of work for project papers should require integration of WID in all components of the project, not just addressing WID in the social soundness analysis and/or a separate WID section.

This should be monitored by the project manager, division chief, and program office. The WID committee should provide assistance if necessary to achieve full integration. Requests may also be made to PPC/WID to provide technical assistance to PID and PP teams.

- B. USAID Project Officers should take the responsibility for insuring that respective implementing agencies collect, track, and report project progress information in a sex-disaggregated format. Reporting requirements should be modified where necessary to obtain sex-disaggregated data.

The Mission should in turn report sex-disaggregated data in Semi-Annual Reports (SARs) and the Country Development Strategy Statement (CDSS).

NOTE: The team's discussions with implementing agencies indicates that many, if not most, are already collecting sex-disaggregated data, but not reporting it to USAID because it has not been requested. Therefore, with minimal effort, the Mission can obtain documentation of the positive impact many of its projects are having on Dominican women.

C. The Mission should take action to assure integration of gender considerations in all sector strategies being prepared for the CDSS. Several alternatives exist to accomplish such integration:

1. Amend the scopes of work for contractors preparing the sector strategies to require integration of gender considerations.
2. In addition to #1, request technical assistance from PPC/WID to work with contractors preparing the sectors strategies to assure integration of gender considerations.
3. Hold a 1 1/2-day training for USAID and implementing agency personnel on how to integrate gender considerations into USAID planning and implementation, followed by 3-4 days intensive technical assistance with sector personnel responsible for finalizing sector strategies.

Target date: November 30, 1990

NOTE: Timing is very short to accomplish any of the 3 previous alternative actions -- funds would have to be committed for technical assistance using the \$10,000 set aside for CDSS studies. Efforts would have to begin immediately to identify qualified persons for technical assistance if requested.

D. If alternative C.3 is not feasible, USAID/Santo Domingo should hold a workshop on integrating gender considerations into project implementation and reporting for USAID and implementing agency personnel and contractors. The workshop should focus on issues such as including gender issues in scopes of work, yearly work plans, reporting and monitoring, and evaluation.

Target date: Before September, 1991

E. The Mission should provide a forum to encourage linkages among PVOs working with women's projects in the Dominican Republic. Discussions with counterparts indicate interest in forming a steering committee for PVOs and other groups to exchange information and coordinate planning. Funding for an initial seminar could be explored through the PVO project.

The team also recommends that the door be kept open to the public sector by including the Government of the Dominican Republic Direccion General de Promocion de la Mujer of the Presidencia de la Republica in such a forum. This could help avoid duplication of efforts and encourage dialogue in a setting where all participants are equal players.

Target date: December, 1991

- F. Research efforts for the Mission should be coordinated. Several specific recommendations are made for analysis of the impact of project activities on women. e.g. Micro and Small Business Development, Commercial Farming, Water Management and University Agribusiness Partnership. The results of these studies should be input into the overall USAID planning process related to Women in Development in the Dominican Republic.
- G. The USAID Mission should take the opportunities existing in the A. I. D. reporting process, such as the CDSS and the SAR, to highlight the excellent contributions of many of their projects to the improvement of the quality of life of women in the Dominican Republic.

The Portfolio Review team suggests that the WID Committee take a leadership role, with collaboration from each program office, to continue and strengthen their current WID efforts. To build upon existing successes, each project officer needs to make a commitment to the integration of gender considerations in implementation plans and to provide a mechanism for tracking and evaluating the success of these plans.

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INTRODUCTION

The portfolio review presented in this report was completed at the request of the United States Agency for International Development (USAID) Mission in the Dominican Republic to assess how successfully their current projects and programs are integrating women into the development process. The review team worked as much as possible within the context of existing goals and objectives of the Mission, including specific project objectives to maintain the integrative focus, rather than addressing Women in Development (WID) as a separate issue.

The Country Development Strategy Statement (CDSS) and the December, 1989 Action Plan were used as a basis for drafting a recommended Mission WID Strategy, which in turn guided the development of project specific and general recommendations. The December 18, 1989 Mission Action Plan reaffirms the goals of the Dominican Republic's February, 1986 CDSS, with some reprioritization and reduction of scope of the three basic strategy objectives.

The projects summaries of WID issues and actions and resulting recommendations were developed after careful examination of project documents and discussions with project managers, counterparts in implementing agencies, and contractors. The objectives and actions already identified by projects are incorporated into the report. The USAID divisions were given the opportunity to respond and make suggestions about the first draft, and their feedback was incorporated into the final draft.

After recommendations for each project were made, the review team identified patterns which are present across projects, and in some cases, across divisions in the Mission. These patterns are the basis for the general program recommendations made in this report. All recommendations made by the review team are in a time frame of 2 years, with the recognition that some actions should continue throughout the life of the project. The decision was made to focus on this time frame to identify actions which could be suggested as realistic alternatives for improving the integration of gender considerations in the Mission portfolio. This does not imply that all concerns will be alleviated in a 2-year period, but sets some targets which can be addressed and provides a framework for evaluation of progress toward these targets by the Mission.

The recommendations for specific projects are organized in a format which parallels the format for the semi-annual review (SAR) document. The team hopes that this will facilitate the work of project officers as they incorporate WID into the current and subsequent SARs.

Following this introduction and a background to the project, the final report of the technical assistance team is organized in 3 main parts: (1) the recommended WID Strategy, with specific recommendations for implementation of the strategy, and (2) the portfolio review of Mission projects, with specific recommendations for each project; and (3) general recommendations for the Mission with a summary and conclusions.

II.

BACKGROUND

A. General

The Dominican Republic (DR) is located in the eastern two-thirds of the island of Hispaniola, which it shares with Haiti. Spanish is the official language in this island democracy which gained independence from Haiti in 1844. Results from the May 1990 presidential elections indicating that Juan Bosch had a slight lead over incumbent Joaquin Balaguer were contested until July 13, 1990. On this date, the Supreme Election Board's official results indicated that Balaguer won 35.06% of the total votes and Bosch, 33.8%. Balaguer had been elected as President in four previous elections in 1966, 1970, 1974 and 1986.

In 1988, the population was estimated at 6.9 million with growth estimated at 2.2 percent per year. Almost 60% of the population lives in urban areas. Approximately 73% of the people is of mixed descent, 25% of African and the remaining are European.

Agriculture is the dominant sector and accounts for more than half the workforce and the majority of the country's export earnings. The sugar crop accounts for about half the annual export earnings and coffee, cocoa and tobacco are major crops. Manufacturing, which employs about 20% of the labor force and contributes approximately 24% to GDP, includes by-products of sugar and extensive light industry as well as cement and fertilizers. Tourism is growing steadily and is likely to become the prime foreign exchange earner. Trade is greatest with the US followed by Japan, Puerto Rico, Venezuela and Canada. The DR benefits from the Caribbean Basin Initiative (CBI) which allows duty-free access to the US market for most of its exports between January 1984 and December 1995. The country continues to face extremely difficult economic conditions due to continued low international prices for its commodity exports, high import demand, severe liquidity problems and slow economic growth.

The economy suffers from the Government's reluctance to adopt politically unpopular austerity measures and reschedule external debt, measures which are necessary to achieve economic equilibrium and manage its debt service effectively. Uncoordinated economic policies, unbalanced allocation of resources, and unfavorable external factors have combined to produce negative growth, 60% inflation, and further depreciation of the Peso.

B. Women in the Dominican Republic

Dominican women are increasingly contributing to their country's development. In 1985, 77% of the women were literate, as were 78% of the men. In addition, women's participation in the country's economy is increasing. One of the main factors that has contributed to the overall growth of the Economically Active Population (EAP) in recent years is the disproportionate growth of the female EAP. Between 1970 and 1980 the female EAP grew by about 109%, from about 317,900 individuals to more than 664,000, whereas, during this same period, the male EAP grew by only 57%. ("Impact of the Free Zones on Female Employment and Entrepreneur Development in the Dominican Republic", Arelis M. Rodriguez. World Bank Report. August 1989.)

Between 1980 and 1985, the same trends can be observed, but with less significant differences. During this period, the male EAP grew by 19%, whereas the female EAP grew by 21%. The tendency has, therefore, been towards faster growth of the female labor force. It is presently estimated that women now represent approximately 33% of the total EAP, i.e., 985,800 economically active women versus a total economically active population of 2,994,600. (ibid)

C. The Importance of Gender in AID's Work

A cornerstone of AID's women in development (WID) policy is that gender roles constitute a key variable in the socio-economic condition of any country, one that can be decisive in the success or failure of development plans. The constraints which confront women in self, and subsequently national, development, differ from those confronting men, i.e. in:

- access to and control over productive resources
- stakes in development outcomes
- responses to incentives introduced to encourage development.

AID's office of Women in Development, in the Bureau for Program and Policy Coordination (PPC/WID) serves as the agency's focal point for disseminating relevant information, providing technical advice on specific women in development issues, granting supplementary funds to Missions and outside groups to support women in development projects, components of projects, and data collection and analysis. The primary goal of PPC/WID's strategic workplan is to optimize the use and expansion of women's productive capacity to ensure sustainable national economic and social progress.

Congress allocated funds specifically for the promotion of women's roles in achieving the development goals of developing countries with the Foreign Assistance Act of 1989. The Act emphasizes the importance of the effective integration of women for sustainable economic and social progress. The Gender in Economic and Social Systems (GENESYS) Project was developed to help PPC/WID, Missions, and Bureaus accomplish this task.

D. Objectives of the Portfolio Review

The Dominican Republic Mission's development goal is to assist the country in developing sustained and equitably distributed private sector led economic growth and social development in a democratic environment. To achieve this goal, the Mission is following a strategy that supports specific sectoral elements of the DR's recovery from the economic recession of the mid-1980s, and promotes continued growth through a private sector led expansion and diversification of the country's economic base. The Mission also aims to undertake directly selected social interventions to address critical needs of the poorest regions and economic strata of the country. The target beneficiaries are the urban and rural poor. In order to assist in the Mission's efforts, PPC/WID and GENESYS conducted a portfolio review of all Mission activities. The team also formulated recommendations 1) on actions to be taken to improve the Mission's responsiveness to gender differences within its projects and programs 2) for a recommended women in development strategy and 3) for the implementation of this strategy.

III.

RECOMMENDED WOMEN IN DEVELOPMENT STRATEGY

The Women in Development (WID) Strategy is written in context of the over-all Mission Strategy, addressing Women in Development and gender issues for each of the basic strategy objectives stated in the Action Plan.

Goal 1: Expand and Diversify Private Sector Investment and Employment

USAID's strategy in promoting small and micro enterprises is to help solve one of the greatest impediments to growth in this sector by enabling such enterprises to participate in the formal financial system. The approach is to create linkages between the smallest enterprises and commercial sources of financing.

USAID's WID strategy is to create linkages for women's small and micro enterprises and commercial sources of financing. This requires support of transitional, or first level, sources of credit for women in some instances. USAID will target technical assistance, and credit to institutions which make credit available to women.

Through the creation of employment opportunities in Free Trade Zones and ancillary industries, USAID is improving women's employment and income.

Goal 2: Selected Social Interventions to address Critical Needs of the Poor.

USAID's Action Plan states that the main tenet of the Mission strategy is that growth in employment and incomes in the productive sectors is an efficient way to improve overall well-being of lower income groups. The WID strategy is to make sure that employment and income growth includes the women in the Dominican Republic.

Employment opportunities are linked to improved education as families are able to pay for their children's schooling. Educational opportunities at the primary and secondary level are essentially the same for boys and girls in the D. R., so efforts in the education sector, such as the Private Initiative in Primary Education Project, will have a positive impact on the total population. In addition, since women are the majority of teachers in primary education, they will benefit directly from such efforts. The WID Strategy for education and training is to maintain the current level of participation of women in education and to reduce constraints on women as training participants.

Improved health status is identified in the Action Plan as one of the most critical needs in the Dominican Republic. Lack of health services has an effect on men and women. The WID strategy is to make sure women are included in efforts to improve health status, both as participants and beneficiaries. As with education, women are the majority of workers in the health sector. Training of health professionals, strengthening of health sector institutions, interventions in oral rehydration, immunization, birth spacing, and nutrition directly and indirectly have a positive impact on the lives of women.

Goal 3: Promote Key Sectoral Policy Reforms which Support Mission Goals of Growth with Equity.

As the Mission continues to urge the GODR to adhere to programmed macroeconomic policy reforms, the WID strategy is to incorporate gender-related variables into policy analysis studies. Inclusion of gender variables in policy analysis permits identification of constraints and opportunities, and long- and short-term advantages and disadvantages which may exist because of policy impacts on women which differ from those on men. This will provide information to guide policy reform efforts to develop policy which does not have a skewed negative effect based on gender.

IV.

IMPLEMENTATION OF THE WID STRATEGY

The WID Strategy will be implemented as part of the implementation of the overall Mission Strategy -- through planning, project and program activities and evaluation. Recommendations to improve integration of gender considerations into project and program activities are presented in the following portfolio review. This section reviews the Mission Women and Development Order (No. II-3.13, dated May 15, 1990), the WID Work Plan (April, 1989 - March, 1991), and the Responsibilities of the Mission WID Committee.

The WID Mission Order provides guidelines for the WID Officer and the WID Committee, and outlines an institutional process to enhance the "economic, political and social status of women in the Dominican Republic." (p. 1) The WID Committee is to include representatives from the Program Office, Project Development and Support Office, Office of Human Resource Development, Office of Private Sector, Office of Agriculture and Rural Development, and Office of Health and Population.

The team recommends that representatives to the WID Committee from each designated office be senior level persons who can ensure all projects in their office address gender issues.

The WID Mission Order (pp. 4-5) suggests the following responsibilities for technical program and project support officers in each division:

- A. Consider the issue of women from the outset of project development, i.e., in the sector assessment of early planning [pre-Project Identification Document (PID)] stage, especially in those sectors where women's economic activity is essential.
- B. Include gender issues in every PID and Project Paper (PP), specifying which factors are the most important.
- C. Include gender issues as one area that contractors will study in both the project planning stage and in evaluations. Include the integration of women as an item in the scope of work of all project-related contracts.
- D. Consult with other technical offices of Mission staff with knowledge in the area of women in development.
- E. Call on PPC/WID with requests for consultants with WID expertise, questions about available funds, resources and WID-related documents.
- F. Ensure that project monitoring and tracking systems disaggregate the project's beneficiaries by gender.

- G. The Program Office will ensure that WID concerns are addressed in program/sectoral assessments, the CDSS, sectoral strategies, the Action Plan, and evaluations.
- H. The Project Development and Support Office will ensure that WID concerns are addressed in all project documents.
- I. Funds will be made available to support WID activities.

The team recommends that these suggested responsibilities also include the Semi-annual reviews under "G." above.

The Mission WID Order is a good functional document, and implementation of the order should result in the integration of gender issues into the Mission's overall development process.

The team recommends that the WID Committee review the Mission's progress toward full implementation of the WID Order on a biannual basis, and that the committee consider requesting further technical assistance with the review process on an annual basis.

The team further recommends that the WID Committee take a leadership role in assessing whether the recommendations developed from the portfolio review have been implemented in the Mission. This issue is discussed in more detail in the General Recommendations section of this document.

V.

PROJECT OVERVIEW AND RECOMMENDATIONS

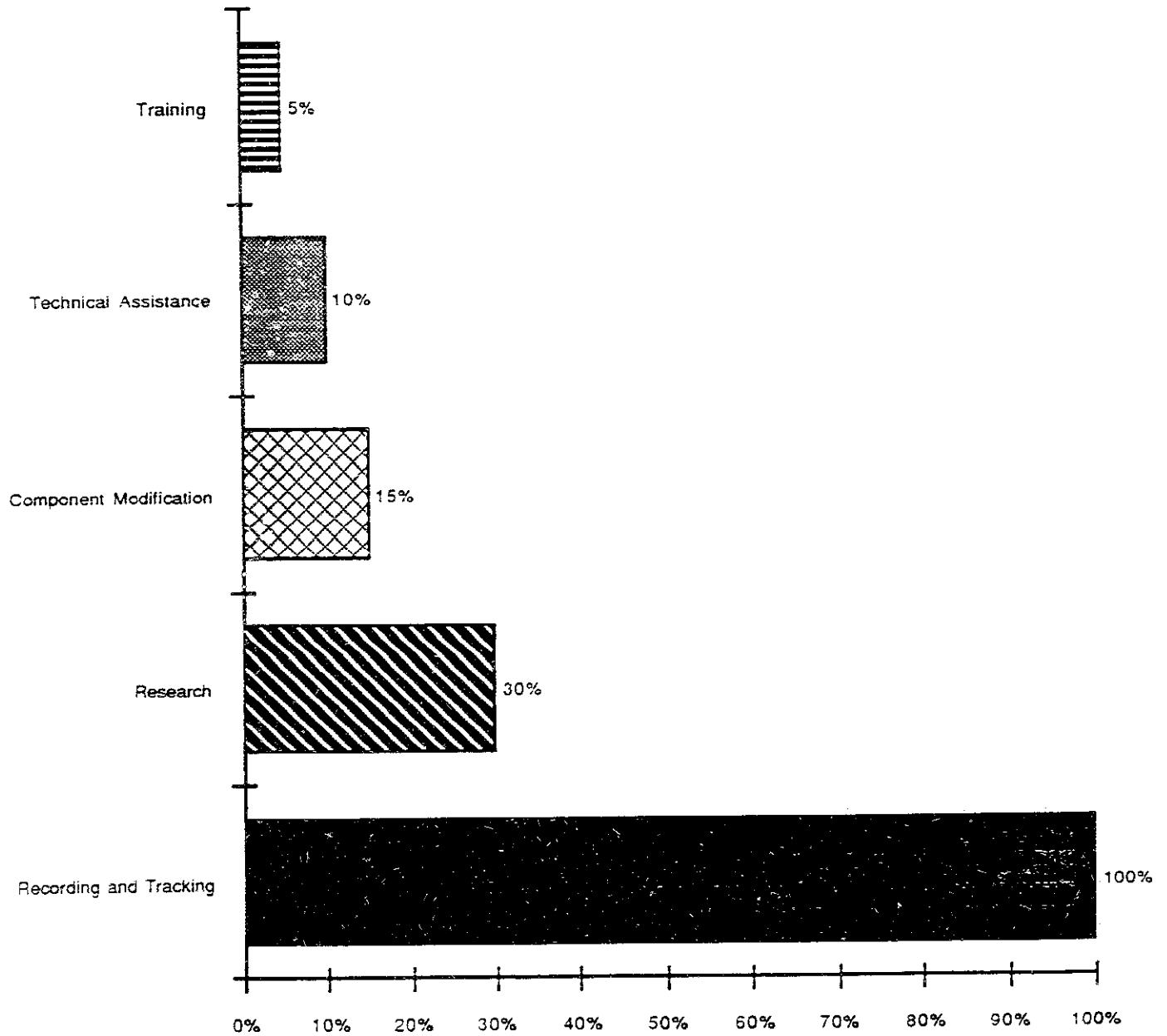
The next section begins with two bar charts (Charts I and II). The team reviewed all of the projects in the Mission's portfolio. Chart I illustrates the frequency with which each type of recommendation was made for all of the projects. All of the projects received recommendations for Reporting and Tracking (RT); 6 projects or 30% of them received recommendations for additional Research (R); 3 projects or 15% received recommendations for Component Modification (CM); 2 projects or 10% of them received recommendations for Technical Assistance (TA); and only 1 project or 5% received Training (T) as a recommended action.

Chart II summarizes the recommended actions and target dates for each project. Organized by sector, recommendations for each project are preceded by a code of letters. The letters A through U correspond to recommended actions. The key to these designations follows Table I "Recommended Actions by Project" in "Chapter VII. Summary and Conclusions". The letters within parenthesis indicate the type of recommendation, i.e., (RT) Reporting and Tracking, (R) Research, (CM) Component Modification, (TA) Technical Assistance, and (T) Training.

Reviews and project recommendations follow the bar charts.

Chart I

Frequency of Recommended Actions Occurring in 20 Projects



Summary of Recommended Actions and Target Dates by Project

Project Number	Project Title	Action	FY90	Fiscal Year 1991				Fiscal Year 1992				On-going*
			4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
AGRICULTURE AND RURAL DEVELOPMENT												
0186	Agribusiness Promotion	A-(RT) Implementing agency(s) collect, track and report sex disaggregated data on project outputs.										
		B-(RT) Mission project officer reports sex disaggregated data on SAR and routinely as project progress information is required.										
		C-(R) ISA/CADER Research.										
0236	Sugar Diversification	A-(RT) Implementing agency(s) collect, track and report sex disaggregated data on project outputs.										
		B-(RT) Mission project officer reports sex disaggregated data on SAR and routinely as project progress information is required.										
		D-(RT) Include gender disaggregated information on output achievement in mid-term evaluation.										
0214	Commercial Farming Systems	A-(RT) Implementing agency(s) collect, track and report sex disaggregated data on project outputs.										

*These recommended actions are to be implemented on a continuing basis throughout the life of the project.

Project Number	Project Title	Action	FY90 4Q	1Q	Fiscal Year 1991 2Q	3Q	4Q	Fiscal Year 1992 1Q	2Q	3Q	4Q	On-going*
0247	PVO Co-Financing	A-(RT) Implementing agency(s) collect, track and report sex disaggregated data on project outputs.										
		B-(RT) Mission project officer reports sex disaggregated data on SAR and routinely as project progress information is required.										
		S-(R) Assess need for TA on gender issues from PPC/WID.										
		T-(RT) Include WID success stories and progress information in quarterly newsletter.										
		U-(T) Include gender issues in first training session on project design.										

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

I. Project Information

- A. Project Title:** Agribusiness Promotion
- B. Project Number:** 517-0186
- C. PACD:**
1) Original: 9/30/88
2) Amended: 12/31/92 (grant)
6/30/90 (loan)
- D. Program Office(s) Responsible:**
Grant: Agriculture and Rural Development
Loan: Private Enterprise Development
- E. Funding Amount(s):**
1) Grant: US\$5.5 million
2) Loan: US\$17.3 million
- F. Implementation Agency(s):** JACC/DR (Joint Agricultural Consultative Committee)
Loan through Central Bank Economic Development Investment Fund (FIDE)
- G. Major Contractor(s):** none

II. Project Purpose

1. To establish a credit fund and provide technical advice to private agribusinesses and their supporting industries.
2. To improve mechanisms and the policy framework for promoting and financing agribusiness projects.

III. Project Description

The loan funds are channeled through the Central Bank's Economic Development Investment Fund (FIDE) to selected private financial institutions (PFIs). The agribusiness promotion and policy dialogue is conducted through the Grantee, JACC.

A. Project Objectives/Outputs

1. Initiate 80-90 new projects;
2. Establish a technical assistance unit and provide technical assistance;
3. Streamline financing policies;
4. Link to foreign investors;
5. Establish support services for phytosanitary inspections;

B. WID Activities and/or Actionable Issues

The Social Soundness Analysis section of the Project Paper calls for developing an integrated program of research and case studies in collaboration with the Instituto Superior de Agricultura/Centro de Administracion del Desarrollo Rural (ISA/CADER). Research and case studies on gender composition of the labor force in the various jobs, and gender division of resources and income and effects on the households of the workers are the principle WID activities targeted for this project. These studies will help to determine the effects on the participation of women in agribusiness, as laborers, administrators, or managers, and in turn, the effect of this on women's involvement in higher education.

C. WID Progress to Date

At the time of this writing, the review team was unable to determine if any of the research was conducted. No references to such studies were found and gender differentiated data is not presented in the Project Semester Reports or in other available Project documentation.

IV. Recommended WID Actions and Target Dates

A. Ascertain the impact of this project on women through:

1. Collection and maintenance of gender disaggregated information by the implementing agencies (JACC and the PFIs) on agribusiness jobs and wages generated and training and credit received.
2. Analysis of information by ISA/CADER research and/or study groups.

B. Collection and reporting of this information should become institutionalized over the next six month period and ISA/CADER research efforts should also be organized to begin in no more than six months.

I. Project Information

- A. Project Title:** Sugar Diversification
- B. Project Number:** 517-0236
- C. PACD:**
 - 1) Original: 12/30/92
- D. Program Office(s) Responsible:** Agriculture and Rural Development
- E. Funding Amount(s):**
 - 1) Grant: US\$3.5 million
- F. Implementation Agency(s):** Agro-Industrial Operations Division of the State Sugar Council (DACEA).
- G. Major Contractor(s):** Clapp & Mayne

II. Project Purpose

Strengthen CEA capacity to plan, promote and implement a national sugar diversification program.

III. Project Description

The project will: (a) promote alternative productive use of state sugar lands by private businesses through lease, rent and joint venture arrangements; (b) assist displaced CEA workers find alternative employment; (c) promote the development of micro-businesses and small businesses; and (d) help develop or expand free trade zones in areas where sugar mills have closed or will close.

A. Project Objectives/Outputs

1. Close 6 mills and diversify 50% of their lands;
2. Convert 20% (48,000 ha) of land to other uses;
3. Facilitate new employment placement for 80% of displaced workers.

B. WID Activities and/or Actionable Issues

The Project Strategy includes minimizing the negative social and economic impact of diversification on CEA employees. The Social Soundness Analysis, which depicts women as one of the most disadvantaged groups within the sugar producing and processing subsectors, indicates that a possible effect of diversification is the massive integration of women into the work force.

C. WID Progress to Date

The outputs of the project being measured and reported include the number of jobs created by category and the number of persons trained, but do not distinguish for gender.

IV. Recommended WID Actions and Target Dates

- A. Carry out a gender sensitive midterm evaluation. The mid-term evaluation of this project is scheduled to be conducted during August, 1990. The SOW includes evaluation of the degree of success in achieving project outputs as one of six basic tasks. It is recommended that this output achievement be reported, to the extent possible, by gender and, in particular, verify whether "massive integration of women into the workforce" is happening through the diversification process as is forecast by the Project Paper.
- B. The implementing agency should be requested to routinely report its outputs disaggregated by sex.

I. Project Information

- A. Project Title:** Commercial Farming Systems
- B. Project Number:** 517-0214
- C. PACD:**
 - 1) Original: 7/31/92
- D. Program Office(s) Responsible:** Agriculture and Rural Development
- E. Funding Amount(s):**
 - 1) Grant: US\$7.17 million
 - 2) Loan: US\$7.58 million
- F. Implementation Agency(s):** Agricultural Development Foundation (ADF), The Rural Savings Mobilization (RSM) Office and the Economic Development Fund (FIDE) of the Central Bank.
- G. Major Contractors:** IRI Research Institute, Inc. and The Ohio State University.

II. Project Purpose

To increase production of non-traditional crops through improved farmer linkages with agribusinesses and direct access to credit and improved technology.

III. Project Description

This project supports the extension of rural financial services to small scale clients in areas of high agribusiness activity. This involves both technical assistance and financial strengthening for base-level rural banking institutions concentrating on credit unions that provide financial services to farmer and non-farmer clients. The credit unions channel savings from increased rural incomes (earned from crop production) to borrowers to meet both production and non-farm credit needs.

A. Project Objectives/Outputs

- 1. Rural Financial Services
 - Thirty one viable credit unions for 19,000 households with RD\$18 million;
 - Solid credit union;
 - BAGRICOLA savings at RD\$26 million;
 - Strengthen Central Bank;
 - Bridge Credit Fund reaching 6000 farmers.

2. Agricultural Development Foundation
 - Develop 15 technology packages;
 - Develop rapid response capabilities for production problems.

B. WID Activities and/or Actionable Issues

The Social Soundness Analysis of the Project Paper states that the project's beneficiaries are mostly middle and lower income rural farm households. Survey results show that women make up 40% of the membership of four rural credit unions participating in the RSM project and that 27% of the Agriculture Bank (BAGRICOLA) depositors are women.

No specific WID activities are undertaken or called for in this project. Gender differentiated information concerning project accomplishments are not evident in the project information available at the time of this writing. The latest available SAR drafts do not address WID issues or provide gender specific information.

C. WID Progress to Date

Impact on women not documented.

IV. Recommended WID Actions and Target Dates

- A. Institutionalize the monitoring and reporting of gender differentiated Project progress information. The ADF and Central Bank should disaggregate their reports by gender. Sex of all trainees, and outgrowers receiving bridge credit should be reported routinely.

I. Project Information

- A. Project Title:** Agriculture Policy Analysis
- B. Project Number:** 517-0156
- C. PACD:**
 - 1) Original: 9/30/91
- D. Program Office(s) Responsible:** Agriculture and Rural Development
- E. Funding Amount(s):**
 - 1) Grant: US\$1.25 million
- F. Implementation Agency(s):** National Council on Agriculture (CNA)
- G. Major Contractor(s):**

II. Project Purpose

To develop operational mechanisms for formulating sound agricultural sector policies.

III. Project Description

The project utilizes expertise in policy analysis and provides the National Agricultural Council (CNA) with practical, high quality, issue specific policy studies. The Project will strengthen the CNA's administrative capacity to effectively obtain and utilize information with which it can formulate policy in a timely fashion. At Project completion, an institutional framework will have been developed for conducting studies of agricultural policy issues, and providing analytical support to the CNA to assess the feasibility, soundness, and advisability of policy alternatives.

A. Project Objectives/Outputs

The goal of the Agricultural Policy Analysis project is to increase agricultural production, raise farmer incomes, satisfy consumer demand, promote exports, and reduce imports. The goal will be achieved through the creation of operational mechanisms for analyzing policy issues and alternatives in a thorough, systematic fashion and on a continuing basis.

The project will create an analytical unit which will provide CNA with agriculture policy recommendations based on sound data and analysis and recommendations about the feasibility, soundness, and advisability of policy alternatives.

B. WID Activities and/or Actionable Issues

No specific WID activities are specified in the project paper (PP). The PP does, however, state that even though the project should benefit the nation as a whole, both in the short-run and long-run, there will be gainers and losers, depending on the specific policy issues and the policy options chosen. The Unit of Economic Analysis is responsible for identifying which sectors of the economy will be impacted by the policy decisions. The groups to be considered are: small producers, medium/large producers, agricultural input industries/businesses, agricultural laborers, marketing intermediaries, export/import industries, poor rural and urban consumers, middle and upper class consumers, and government agencies. There may be significant gender-related differences within several of these groups and/or gender may be the critical variable in identification of different impacts.

C. WID Progress to Date

Gender differences have not been included in analyses.

IV. Recommended WID Actions and Target Dates

- A. The existing data base should be examined to identify appropriate variables for disaggregation by sex. There may be additional variables which should be added to the data set to permit the analysis of policy impact for differences due to gender. Additional variables should be kept to a minimum necessary to do the job. A consultant with expertise in including gender variables in a data base should provide technical assistance for this process.

Target date: December, 1990

- B. Simulation models should include gender differences. (Examples of simulation models using gender differences are available from the Women in Development Office in A.I.D./Washington.)

Target date: To coincide with dates for simulation models

- C. Plans for future studies should include attention to differences in policy impact on males and females. Scopes of work for contractors should include analyzing gender differences in policy impact. Four additional studies are planned before 9/30/90. A minimum of 2 of these studies should include gender differences.

Target date: September, 1990

- D. Training for policy analysts should include emphasis on how to include gender differences in policy analysis.

Target date: December, 1990 for first effort.

- E. One of the national policy seminars should focus on gender as a variable in policy analysis and impact.

Target date: Before December, 1991

NOTE: If the Mission agrees with these actions and target dates, they should be built into the Semi-annual review (SAR) as planned actions for the project, and tracked in subsequent SARs.

I. Project Information

- A. Project Title:** Agricultural Sector Training
- B. Project Number:** 517-0160
- C. PACD:**
 - 1) Original: 12/31/91
- D. Program Office(s) Responsible:** Agriculture and Rural Development
- E. Funding Amount(s):**
 - 1) Loan: US\$5 million
- F. Implementation Agency(s):** Technical Secretariat to the Presidency (STP)--National Planning Office (ONAPLAN)
- G. Major Contractor(s):** LASDAU

II. Project Purpose

To strengthen the research, teaching, extension and program implementation capabilities of agricultural sector institutions by raising the level of academic training of technical staff, researchers, and professors.

III. Project Description

This project is designed to establish a capability within the STP to:

- 1) assess sector-wide training needs;
- 2) select candidates for advanced degree training;
- 3) monitor the placement, training and thesis research of scholarship recipients;
- 4) assist in the development of graduate level programs in domestic universities, and
- 5) finance advanced degree agricultural training required in the future on a continuing basis.

A. Project Objectives/Outputs

The training of 95 (expanded to 106) professionals in priority disciplines at the post-graduate level and working in agricultural sector institutions. All participants were selected as of this review; 54 have completed training, 51 are reported as returned students. Twenty-two women are among the total of 106 participants.

B. WID Activities

The PP indicates that 21% of the participant pool for this project are women.

The PP also states that an annual inventory of the number of trained personnel in the agricultural sector should be disaggregated.

C. WID Progress to Date

Twenty-one percent of the participants selected are women, so the project succeeded in including women in proportion to their representation in the population, while meeting the other selection criteria stipulated by the PP.

The data set on trained personnel in the agricultural sector includes sex as a variable and is structured to provide disaggregated analysis. An interim study of all degree participants from the agriculture sector funded by USAID/DR provided gender disaggregated data and analysis in 1989.

Two participants wrote master's theses on gender issues and one participated in a summer institute on gender and development. The authors and titles are:

Rusado, Lucia. "Factors Influencing Degree of Success of Women's Income Generating Projects in the Dominican Republic." Kansas State University, 1988.

Venecia, Fadul Venenica. "Gender Issues and Participation in the Rural Development of the Dominican Republic." Kansas State University, 1989.

IV. Recommended WID Actions and Target Dates

- A. All future analysis using information about participants should include sex as a variable.

Target date: to coincide with completion dates for studies.

- B. A planned follow up study with participants should give specific attention to whether women participants face special constraints to professional advancement after returning to their institutions.

Target date: November, 1991

NOTE: Actions should be built into the Semi-annual review (SAR) as planned actions for the project, and tracked in subsequent SARs.

I. Project Information

- A. Project Title: On-farm Water Management
- B. Project Number: 517-0159
- C. PACD:
 - 1) Original: 9/30/90
 - 2) Amended: a no-cost extension is being requested to 03/30/93
- D. Program Office(s) Responsible: Agriculture and Rural Development
- E. Funding Amount(s):
 - 1) Loan: US\$12 million
- F. Implementation Agency(s): National Institute of Hydraulic Resources (INDRHI)
- G. Major Contractor(s):

II. Project Purpose

To strengthen the GODR's capability to:

- 1) effectively plan the development of its water resources for irrigation.
- 2) plan and operate irrigation systems,
- 3) support increased agricultural productivity under irrigation and
- 4) prevent and/or correct the deterioration of land resources already under irrigation.

III. Project Description

Water users in the YSURA and PRYN irrigation districts will be organized into associations which elect a Board of Directors. This Board will contract a private firm to operate and maintain the irrigation systems. The Board will establish a water fee structure and collect fees to pay the contractor. The project will assist INDRHI with this organizational task and fund rehabilitation and cleaning of the YSURA and PRYN systems under contracts with private firms. The project will develop the specifications for the operation and maintenance of rehabilitated parts of the systems. The project will also fund drainage improvement efforts and on-farm water management activities.

A. Project Objectives/Outputs

Improved capability for management of the irrigation systems in the D. R. through strengthening of the human and institutional resources.

B. WID Activities and/or Actionable Issues:

The PP calls attention to the invisibility of women in Dominican agriculture and cites the need to "attend to the rights of women farmers to have a voice in the water-users associations that are formed." (p. 30)

The project includes training for farmers, technicians, and academic degrees. A proportion of these trainees should be women.

C. WID Progress to Date

The project evaluation carried out by the Development Strategies for Fragile Lands Project (DESFIL) states "women participate in irrigated agriculture in the project areas by transplanting and harvesting. As heads of households, they also irrigate and clean canals. Women share equally in the use of irrigation water for cooking, cleaning, bathing and drinking and therefore have a strong interest in water quality. At present women are not formally represented in the YSURA Junta de Regantes. In PRYN, their participation is restricted to a few members in Ponton. No members of the Ponton Sector Junta Directiva are women." (p. 28)

Four women have received off-shore training for technicians/farmers, out of a total of 40.

Five out of 26 academic degrees supported by the project were completed by women.

There is also probably a positive effect on women in the project areas because of the increase in microenterprise activities due to increased production, but this is not systematically documented.

IV. Recommended WID Actions and Target Dates

Since the project is ending, the first recommendation is in context of the current project.

- A. Data on training participants should be disaggregated by sex for reporting in the SAR.

Target date: Current SAR

The following recommendations are for the planned extension:

- B. The Mission may want to consider a study of women's involvement in agriculture in the irrigation areas, with emphasis on how women's participation may have changed due to irrigation. This could be a subject of research for ISA/CADER, using research funding already allocated to ISA through the University Agribusiness Partnership. Research findings from such a study could provide assistance for achieving sustainability of the water user's associations and the irrigation systems.

Target date: 1992

- C. The project extension should include specific efforts to enhance women's roles in water user associations. These efforts could potentially strengthen the sustainability of these associations.

Target date: consistent with Scope of Work for extension.

I. Project Information

- A. Project Title:** University Agribusiness Partnership
- B. Project Number:** 517-0243
- C. PACD:**
 - 1) Original: 6/30/96
- D. Program Office(s) Responsible:** Agriculture and Rural Development
- E. Funding Amount(s):**
 - 1) Grant: US\$12 million
- F. Implementation Agency(s):** Instituto Superior de Agricultura (ISA)
- G. Major Contractor(s):** MUCIA, TAMU, USC/DAVIS/AED/JAUSTIN

II. Project Purpose

To provide the expanding agribusiness and agro-industrial community with increased trained manpower by institutionally strengthening ISA.

III. Project Description

The Project will establish an Institutional Endowment Fund, create a Development Office for ISA, provide long-term faculty and administrative technical assistance, provide short-term technical assistance and training, and provide ISA faculty with opportunities for long-term career training in the U. S. in research, teaching and university administration.

A. Project Objectives/Outputs

1. Increased and improved preparation of mid-level technicians specialized in agribusiness and agroindustrial applications to non-traditional commodities.
2. Improved management of ISA sufficient to meet institutional development goals through year 2010.
3. Fully functioning Endowment Fund with increased value of no less than RD\$20 million and established mechanisms to ensure its growth sufficient to meet future core cost needs.
4. Self-sustaining Development Office established, implementing fund raising activities, promoting alumni and community relations and donor coordination.

5. Establishment of BS Degrees in Horticulture and Forestry and a technical degree level in Forestry.
6. Faculty/staff salaries and supplementary income opportunities will equal or exceed equivalent private sector levels.
7. Productive university units under modern private sector management, while providing research/teaching opportunities to ISA personnel and students.

B. WID Activities and/or Actionable Issues

The PP specifies the following actions to ameliorate unequal opportunities for women.

ISA will convert dormitory space on campus for use by female students to reduce the higher costs for women students.

Disadvantages in the job market will be addressed by increasing on-campus interaction with successful women professionals.

CADER will give greater attention to gender issues, particularly those related to job market participation through case studies, short courses and seminars.

Short term technical assistance and training opportunities will be designed to increase gender awareness among faculty and students in the development of curriculum and research methodologies.

C. WID Progress to Date

Dormitory space on campus was converted to house female students.

Funds are set aside for technical assistance to increase gender awareness related to curriculum development and research methodologies.

IV. Recommended WID Actions and Target Dates

- A. ISA/CADER plans to produce 204 monographs during the project life. Gender issues should be included in monographs addressing socio-economic issues, and in technical monographs where relevant.

Target date: To coincide with monograph completion dates -- report progress in each SAR during the life of project.

- B. Complete Project Implementation Order/Technical Assistance (PIO/T) for WID technical assistance related to curriculum development and research methodologies.

Target date: September, 1990 -- included in 9/30/89 - 3/31/90 SAR as planned activity - - should be reported under progress to date for next SAR when completed.

- C. ISA/CADER data sets should include gender as a variable whenever appropriate and all reports should include gender disaggregated data.

Target date: To coincide with data collection, documentation and analysis. This recommendation is consistent with current project implementation plans. Gender disaggregated data should appear in SARs.

I. Project Information

- A. Project Title:** CDE Revenue Collection
- B. Project Number:** 517-0218
- C. PACD:**
 - 1) Original: 9/30/89
 - 2) Amended: 12/31/90
- D. Program Office Responsible:** Program Development & Support
- E. Funding Amount(s):**
 - 1) Grant: US\$500 thousand
 - 2) Loan: US\$2.5 million
- F. Implementation Agency(s):** Dominican Electric Corporation (CDE)
- G. Major Contractor(s):** Carlson & Sweatt - MONENCO

II. Project Purpose

To improve the CDE's revenue collections by reducing the number of irregular and fraudulent connections through the institutionalization of a program of inspection and control.

III. Project Description

To develop the institutional capability within CDE to carry a program of loss detection, reduction and continued surveillance with respect to electrical connections to the CDE inspection.

A. Project Objectives/Outputs

- 1. Reduce electrical energy lost through fraudulent connections by 6% (from 16 to 10%).
- 2. Reduce unpaid bills by 3% (from 8 to 5%).

B. WID Activities and/or Actionable Issues

No WID activities or gender issues were identified in the project documentation. This project will be completed in December 1990.

C. WID Progress to Date

n.a.

IV. Recommended WID Actions and Target Dates

none

I. Project Information

- A. Project Title:** Graduate Management Training
- B. Project Number:** 517-0157
- C. PACD:**
 - 1) Original: 6/22/91
- D. Program Office(s) Responsible:** Education and Human Resources
- E. Funding Amount(s):**
 - 1) Grant: US\$6.5 million
- F. Implementation Agency(s):** Pontificia Universidad Catolica Madre y Maestra (PUCMM)
- G. Major Contractor(s):** University of South Carolina, University of Nevada, Las Vegas

II. Project Purpose

To:

- 1) establish a quality program of graduate management education, training and research; and
- 2) improve and expand hotel management and tourism training.

III. Project Description

The project has assisted PUCMM to establish graduate degree programs in business administration, public administration and economics by providing the construction of a School of Administration building, the purchase of equipment, and faculty training. It has also assisted PUCMM in upgrading its technical and undergraduate degree programs in hotel management and tourism through the development of curricula, procurement of equipment and faculty training.

A. Project Objectives/Outputs

- 1. A fully staffed MBA/MPA program in place.
- 2. The entire faculty trained to provide more relevant education for meeting hotel management and tourism industry needs.
- 3. A mature entry and in-service training program established with formal linkages to the hotel industry for maintaining the program.
- 4. Tourism resource centers established at both the Santo Domingo and Puerto Plata campuses.
- 5. A fully functioning food technology laboratory for the asociado and the licenciatura level students at the Santo Domingo campus.

B. WID Activities and/or Actionable Issues

The PP states that there are limited indicators that women will comprise a considerable portion of the direct beneficiaries of the project, and projects a high percentage of women trainees as participants.

C. WID Progress to Date

Women constitute approximately 43% of the graduates of the MBA and MPA programs and approximately 60% of the graduates of hotel management and tourism programs.

IV. Recommended WID Actions and Target Dates

- A. Report data on project participants in a disaggregated form in the SAR to highlight project success in helping both men and women in the D. R.

Target date: Current SAR

I. Project Information

- A. Project Title:** Development Training
- B. Project Number:** 517-0216
- C. PACD:**
 - 1) Original: 7/5/91
 - 2) Amended: 8/24/94
- D. Program Office(s) Responsible:** Education and Human Resources
- E. Funding Amount(s):**
 - 1) Grant: US\$15 million
- F. Implementation Agency(s):** National Council of Businessmen (CHNE) and Educational Credit Foundation (FUNDAPEC)
- G. Major Contractor(s):**

II. Project Purpose

To increase the number of trained professional, technical and managerial personnel needed to meet the manpower demands of an export-oriented economy, and to improve the efficiency and productivity of the private and public sector institutions and organizations supportive of USAID's strategy by providing training to Dominicans already employed.

III. Project Description

The project provides long-term, short-term and in-country training for private and public sector employees in areas supportive of the Mission's development strategy. The project is implemented by two Dominican institutions: for the private sector component, the CHNE, and for the public and private non-profit component, the FUNDAPEC.

A. Project Objectives/Outputs

1. An estimated 148 private sector and public sector employees trained at the Master's level in the U. S. or Third countries.
2. About 650 employees sent for short-term U. S. or Third country courses or observational training programs.
3. Approximately 2,000 Dominicans attending in-country seminars and workshops.

B. WID Activities and/or Actionable Issues

The PP specifies that women professionals will be identified and encouraged to apply for private sector training and for university faculty training.

Detailed data on the participation of women are to be kept throughout the project.

C. WID Progress to Date

Data are in the process of being disaggregated. Women participants exceed 40% in all project components, so recruiting efforts have been successful.

IV. Actions and Target Dates Recommended

Complete gender-disaggregation of data. Modify recruitment and selection procedures if gender-specific constraints are identified and can be minimized.

Target date: December, 1990. Report gender-disaggregated data in the SAR.

I. Project Information

- A. Project Title:** Presidential Training Initiatives for the Islands Caribbean (PTIIC)
- B. Project Number:** 517-0640
- C. PACD:**
 - 1) Original: 9/30/92
- D. Program Office(s) Responsible:** Education and Human Resources
- E. Funding Amount(s):**
 - 1) Grant: US\$3.3 million
- F. Implementation Agency(s):** Educational Credit Foundation (FUNDAPEC)
- G. Major Contractor(s):** PIET (US Contractor)

II. Project Purpose

To increase the number of U.S. trained public and private sector individuals at planning, implementation, technical, managerial and administrative levels and to increase the number of U. S. trained individuals from the socially and economically disadvantaged classes of Latin American and Caribbean countries.

III. Project Description

The project trains participants under the following components: Disadvantaged Youth (long-term technical skills training); Teachers (long-term graduate studies); Small Business Entrepreneurs (short-term) and Public Officials (long and short term). Training takes place primarily in the U. S. and activities which allow the participants to experience cultural and democratic values in the U. S. are programmed. The long-term participants receive in-country ELT and academic and cultural orientation prior to departure to the U. S. Short-term participants receive cultural orientation and a two-week basic English training program before departing for the U. S. Follow-on activities are organized upon the return of long-term and short-term participants.

A. Project Objectives/Outputs

162 participants returned to the D. R. after completing long-term (109) or short-term (53) U. S. training programs.

B. WID Activities and/or Actionable Issues

The project set a quota for 40% of participants to be women.

C. WID Progress to Date

Data are disaggregated by sex and women comprise from 37% to 63% of participants in each group, with an overall mean of 42% women. The lowest percentage is the Small Business Entrepreneur category, with a smaller pool of potential women participants.

IV. Recommended WID Actions and Target Dates

Data on participants should be disaggregated in the SAR tables to highlight project success in helping both men and women. Target date -- current SAR draft.

NOTE: No new participants will be placed, so no recommendations about recruiting are made.

I Project Information

- A Project Title:** Private Initiatives in Primary Education (PIPE)
- B Project Number:** 517-0251
- C PACD:**
 - 1) Original: 7/30/97
- D Program Office(s) Responsible:** Education and Human Resources
- E Funding Amount(s):**
 - 1) Grant: US\$7.3 million
- F Implementation Agency(s):** Action Committee for Basic Education (EDUCA)
- G Major Contractor(s):** to be determined

II Project Purpose

To establish an administrative capacity within the Action Committee for Basic Education (EDUCA) to organize and oversee the implementation of special studies and training programs as well as the production of instructional materials which are vital to primary education.

III Project Description

The project will improve the efficiency and quality of the Dominican Republic's public and private primary education system. A two-phased program is necessary. Phase I will serve to strengthen an existing (but newly created) agency (EDUCA) and to define and carry out pre-implementation requirements of the PIPE project. Phase 2 will concentrate on field level activities to be implemented by institutions working in the primary education sub-sector.

A Project Objectives/Outputs

1. EDUCA is fully staffed with trained personnel.
2. EDUCA is overseeing at least five special studies/training programs annually.
3. One hundred percent of EDUCA's operating expenses will be funded from non-A.I.D. sources.
4. EDUCA is recognized in the Dominican Republic and by international donors as an important and viable entity successfully addressing primary education problems.

B. WID Activities and/or Actionable Issues

No specific mention is made of women's or gender issues in the PP, but Annex C (p. 16) states that women will be the primary participants/beneficiaries of the project. This is based on the predominance of women in the primary education sector in the Dominican Republic.

C. WID Progress to Date

Project not started

IV. Recommended WID Actions and Target Dates

All data collected by the project should be disaggregated by sex where possible, and disaggregated data should be reported in the Mission's SARs.

Target date: to coincide with project deadlines when established.

I Project Information

- A. Project Title:** Health Systems Management
- B. Project Number:** 527-0153
- C. PACD:**
 - 1) Original: 4/30/89
 - 2) Amended: 10/30/90
- D. Program Office(s) Responsible:** Health and Population
- E. Funding Amount(s):**
 - 1) Grant: US\$2.7 million
- F. Implementation Agency(s):** Secretariat of Public Health and Social Assistance (SESPAS)
- G. Major Contractor(s):** Clapp & Mayne

II Project Purpose

To improve SESPAS management systems and concurrently to develop the capacity within SESPAS to administer and manage health services through skills training.

III Project Description

The project intends to provide financial resources and technical assistance to achieve improved financial management, a management information system, and improved personnel administration.

A. Project Objectives/Outputs

1. The management information system (MIS) will routinely provide information on the performance of each management system.
2. Recurring costs of all activities will be routinely estimated and cost recovery policies and systems utilized.
3. Majority of SESPAS personnel will have job descriptions in a standard format.
4. Disease control programs fully established and operating.
5. Majority of SESPAS personnel trained in administrative skills required to perform their jobs.

B. WID Activities and/or Actionable Issues

The number of women involved as training participants is an issue for any training, as is the involvement of women at the management level. The PP does not specifically address women in development or gender issues, but the health sector in the Dominican Republic consists mainly of females except at the highest level in the Ministry of Health. This is partially due to the low salary level of health workers at all levels of the system.

C. WID Progress to Date

By virtue of their representation in the participant pool, women are the majority of trainees at all levels of training in the project.

About one-half of the members of the committee directing the project are women.

IV. Recommended WID Actions and Target Dates

This project is ending in October, 1990. An evaluation is planned for January or February, 1991 to assess the sustainability of project efforts in the Ministry of Health, and to assess the impact of the project on the health delivery systems of the Dominican Republic. The scope of work for this evaluation should specify that data for the evaluation be disaggregated by sex.

Target date: To coincide with evaluation.

L Project Information

- A Project Title:** Child Survival
- B Project Number:** 517-0239
- C PACD:**
 - 1) Original: 9/30/91
 - 2) Amended: 3/30/93
- D Program Office(s) Responsible:** Health and Population
- E Funding Amount(s):**
 - 1) Grant: US\$4.6 million
- F Implementation Agency(s):** Secretary of State of Public Health and Social Assistance (SESPAS)
- G Major Contractor(s):** Save the Children Federation, Inc. (SCF)

II Project Purpose

Improved delivery of child survival services by SESPAS and PVOs implementing the project in Health Regions, O, IV, and VI.

III Project Description

The project was designed to assist both the public and private sectors, while being administered through an internationally recognized U. S. PVO with experience in child survival.

The child survival interventions supported under this project include: distribution and instructions on the correct use of oral rehydration salts; nutrition education to promote appropriate weaning foods and improved eating habits; prenatal care and education to prevent low weight births; and prevention and treatment to acute respiratory infections.

A Project Objectives/Outputs

1. Child Survival Service Delivery Model fully operational in 12 PVOs and in 10 SESPAS areas.
2. Children less than 5 years and women 15-49 years receiving services under the project.
3. Health Information Systems (HIS) operating.
4. 12 PVOs and 10 SESPAS areas implementing all four support systems.
5. 60% of mothers in project areas are able to correctly apply ORT, breastfeed, and monitor the growth of their children.

B. WID Activities and/or Actionable Issues

This project targets women as beneficiaries. A related issue is how males are involved in project activities.

C. WID Progress to Date

The project implementation process identified the need to work with all household members to assure success. Both males and females, therefore, are now targeted as participants and beneficiaries.

Data on health promoters are disaggregated by sex.

IV. Recommended WID Actions and Target Dates

- A. We also recommend that the Health Information Systems disaggregate data by gender wherever possible for reporting in USAID Mission's SARs.

Target date: current SAR

- B. Plans for a new Child Survival Project are being discussed. We recommend that the new Project Paper specify the project will work with all household members.

Target date: to coincide with deadlines on new project.

I. Project Information

- A. Project Title:** Family Planning Services Expansion
- B. Project Number:** 517-0229
- C. PACD:**
 - 1) Original: 9/19/91
 - 2) Amended: 6/30/92
- D. Program Office(s) Responsible:** Health and Population
- E. Funding Amount(s):**
 - 1) Grant: US\$5.5 million
- F. Implementation Agency(s):** Dominican Association for Family Welfare (PROFAMILIA) and National Planning Office's Population and Employment Division (ONAPLAN).
- G. Major Contractor(s):**

II. Project Purpose

To improve and expand the National Family Planning Program (NFPP) over the next five years (1986-1991) in order to meet the demand for voluntary family planning services by low-income persons and couples.

III. Project Description

A. Project Objectives/Outputs

To double the coverage of the NFPP from about 300,000 women (19% of WRA) in 1985 to about 600,000 (33%) by 1991.

B. WID Activities and/or Actionable Issues

The PP points out that the direct beneficiaries of the project are women of reproductive age and their male partners.

Management training should include both women and men.

Establishment of a data base for planning is a stated End-of-Project Status. This data base should include sex-disaggregated data on clients whenever possible.

C. WID Progress to Date

Efforts to target women as beneficiaries are progressing. There is less success in reaching males as beneficiaries of services.

Data are not disaggregated by sex, except for the number of voluntary sterilizations.

IV. Recommended WID Actions and Target Dates

- A. Evaluate the percentage of women in management training and set goals for improving percentages if less than 50%.

Target date: January, 1991 -- disaggregate training data in the SAR to document efforts.

- B. Evaluate relative effectiveness of information dissemination with males vs. females. Use information to target males more effectively if indicated by evaluation. This can be done by making sure reports and other research outputs included in the planned activities include gender variables.

Target date: June, 1991 -- this can be used to plan future family planning efforts by USAID.

- C. Increase number of male outreach workers to 20% to improve education for males about family planning.

Target date: August, 1991 -- report progress in SAR.

I Project Information

- A. Project Title:** AIDS Prevention
- B. Project Number:** 517-0256
- C. PACD:**
 - 1) Original: AIDSCOM 9/20/92
 - 2) Amended: AIDSTECH 9/15/92
- D. Program Office(s) Responsible:** Health and Population
- E. Funding Amount(s):**
 - 1) Grant: AIDSCOM US\$1.2 million
 - AIDSTECH US\$1 million
- F. Implementation Agency(s):** Secretariat of Public Health and Social Assistance (SESPAS); Program for Control of Sexually Transmitted Diseases and AIDS (PROGETS); National Commission for AIDS (CONASIDA)
- G. Major Contractor(s):** Academy for Educational Development (AED), Family Health International (F.H.I.)

II Project Purpose

To reduce the rate of growth of HIV transmission in the Dominican Republic.

III Project Description

A. Project Objectives/Outputs

1. HIV seroprevalence among high risk behavior groups (female sex workers, sexually transmitted disease patients, and Haitian residents) has not increased more than 5 percentage points over the 1986 baseline (less than 6.4% for female sex workers; 8% for sexually transmitted disease patients; and 18% for sexually active Haitian residents).
2. HIV seroprevalence among the general population (measured through blood donors data) has not increased more than 1 percentage point over the 1986 baseline (1.5% for blood donors).

B. WID Activities and/or Actionable Issues

The AIDS Prevention Project addressed WID goals directly by targeting women to receive education, counseling, medical checkups and condom distribution as part of high risk behavior groups -- specifically as commercial sex workers, 90% of whom are female.

Mass media campaigns aimed at promoting condom use and "safe sex" reach equal proportions of the population in terms of gender.

Other activities which reach equal proportions of the population include blood bank systems improvement, improved HIV testing procedures, and research activities.

C. WID Progress to Date

Consistent with project progress.

IV. Recommended WID Actions and Target Dates

Information systems should disaggregate data by sex whenever possible, specifically data on persons trained by the project.

Report disaggregated data in the SAR.

Target date: Current SAR

I. Project Information

- A. Project Title:** Export Promotion and Investment
- B. Project Number:** 517-0190
- C. PACD:**
 - 1) Original: 12/31/88
 - 2) Amended: 12/31/89
 - 3) Amended: 12/31/92
- D. Program Office(s) Responsible:** Private Enterprise Development
- E. Funding Amount(s):**
 - 1) Grant: S\$6.6 million amended to US\$10.6 million
- F. Implementing Agency(s):** Investment Promotion Council (IPC)
- G. Major Contractor:** n.a.

II. Project Purpose

To strengthen the Investment Promotion Council (IPC) as a mechanism to coordinate public and private efforts for promotion and development of investment and export opportunities.

III. Project Description

The project is designed to 1) improve IPC's internal capability to provide useful and effective services; 2) implement promotional and marketing campaigns aimed at attracting increased levels of investment in selected sectors; 3) identify and assist Dominican manufacturers to take advantage of export opportunities; and 4) improve the climate for doing business in the Dominican Republic.

A. Project Objectives/Outputs

- 1. Improve investment/export climate;
- 2. Improve investor/exporter services;
- 3. Develop targeted promotion programs.

B. WID Activities and/or Actionable Issues

The project paper states that 60-70% of all jobs generated will be occupied by women and recommends that gender data be collected and analyzed during scheduled evaluations with a special study commissioned to follow up.

The project paper amendment cites two studies which demonstrate the impact of employment generated on women.

C. WID Progress to Date

1. The referenced studies reportedly demonstrate that the benefits and impacts have emerged as expected. The International Science and Technology Institute study titled "Evaluation of the Impact of A.I.D. on Small Business and Micro-Enterprise in the Dominican Republic," show that many of the twenty women sampled were able to use credit to increase sales and income though to a lesser extent than the total client population. The 1989 study by the Economic and Development Foundation had not been located at the time of this writing.
2. The percent of jobs generated through new investment in the Industrial Free Trade Zones (IFTZs) and held by women is stated in the Project Analysis Summary of the Project Amendment to be a full 70% to 75%.
3. It is further stated that these jobs provide good wages by Dominican Republic standards, adequate working conditions, and that these jobs constitute the first employment outside the household for most of the women.

IV. Recommended WID Actions and Target Dates

- A. The impact of this job creation on women should be more thoroughly analyzed. The original Project Paper recommended that a special study be commissioned to follow up in this area. A very significant and positive impact on women appears to have been realized and it would be beneficial to document these results.
- B. Additional research on this subject area was completed. Relevant research includes: "Impact of the Free Zones on Female Employment and Entrepreneur Development in the Dominican Republic," by Arelis M. Rodriguez, August 1989; and studies by J.E. Austin and Associates on the impact of USAID/Santo Domingo on the private sector and by ISTI on the need for training in the free trade zones. This information should be more thoroughly analyzed to facilitate the development and incorporation of women in development strategies in on-going Mission projects.

I. Project Information

- A. Project Title:** Small Industry Development
- B. Project Number:** 517-0150
- C. PACD:**
 - 1) Original: 9/30/87
 - 2) Amended: 9/30/89
 - 3) Amended: 3/30/90
- D. Program Office(s) Responsible:** Private Enterprise Development
- E. Funding Amount(s):**
 - 1) Grant: US\$850 thousand
 - 2) Loan: US\$5 million
- F. Implementation Agency(s):** Fund for Economic Development (FIDE) of the Central Bank
- G. Major Contractor(s):** n.a.

II. Project Purpose

To establish an institutional mechanism capable of providing a continuous source of credit, technical assistance and training to small entrepreneurs in the D.R.

III. Project Description

The borrower of the US\$5 million loan is the GODR. The Central Bank is the primary executing agency acting through FIDE, a division of the Bank. The Bank passes the loan and counterpart funds to FIDE to be used as a basis for a permanent revolving credit fund. The borrower also agrees to deposit all reflows generated under the program in the Small Industry Credit Fund and to make the sublending incentives available to private financial institutions (PFIs) who wish to lend to small businesses with new project funds.

The grant of US\$850,000 is provided through the GODR to FIDE to assist in technical assistance programs.

The project is designed to establish technical assistance centers (TACs) to provide assistance to small industries to upgrade capabilities and obtain credit. The project is also charged with the establishment of an effectively functioning Central Technical Assistance Facility (CTAF) within FIDE to assist with the establishment and operation of the TACs.

A. Project Objectives/Outputs

1. Establish 6 - 10 Technical Assistance Centers;
2. Establish a Central Technical Assistance Facility;
3. Provide credit to 1000 small firms;
4. Provide T.A. to 800 small firms.

B. WID Activities and/or Actionable Issues

The Project Paper, written in 1982, does not contain any direct or indirect references to WID activities and did not require the gathering of gender specific output information.

C. WID Progress to Date

This project provided 830 loans to small industries and technical assistance to 512 businesses. At least two of the TACs (PROAPE and PROPE) are likely to become clients of the new Fund for the Financing of Microenterprises (FONDOMICRO) Project.

IV. Recommended WID Actions and Target Dates

N.A. (Project has been completed)

I. Project Information

- A. Project Title:** Debt Conversion
- B. Project Number:** 517-0237
- C. PACD:**
 - 1) Original: 12/31/92
- D. Program Office(s) Responsible:** Private Enterprise Development
- E. Funding Amount(s):**
 - 1) Grant: US\$3.5 million
- F. Implementation Agency(s):** Central Bank - Division of External Debt
- G. Major Contractor(s):** Ernst & Young

II. Project Purpose

Establish a well functioning debt conversion mechanism in the D.R.

III. Project Description

This project will finance technical assistance, training and commodities needed to strengthen the capacity of the Central Bank to implement a Debt Conversion Program.

A. Project Objectives/Outputs

1. Establish and institutionalize an operating debt conversion mechanism in the Dominican Republic with five trained and experienced Dominican counterparts.
2. Provide comprehensive information and assistance to 2000 private businesses and eight public institutions.
3. Conduct at least six seminars and workshops training 150 - 180 individuals.

B. WID Activities and/or Actionable Issues

The Social Soundness Analysis of the Project Paper indicates that this project should generate 58,000 new jobs in four years and estimates that 80% of those jobs will be filled by women. The Evaluation Plan calls for all scheduled and unscheduled evaluations to include sex disaggregated data collection and analysis.

C. WID Progress to Date

This project has only very recently entered the start up phase.

IV. Recommended WID Actions and Target Dates

Sex disaggregated information on training provided and jobs created should be collected routinely and analyzed periodically.

I. Project Information

- A. Project Title:** Micro and Small Business Development
- B. Project Number:** 517-0254
- C. PACD:** 1997
- D. Program Office(s) Responsible:** Private Enterprise Development
- E. Funding Amount(s):**
1) Grant: US\$7 million
- F. Implementing Agency(s):** Fund for the Financing of Micro-Enterprise (FONDOMICRO)
- G. Major Contractor:** pending

II. Project Purposes

- A.** To strengthen private sector institutions providing support to the small scale and micro enterprise sector.
- B.** To develop the Fund for the Financing of Micro-enterprise (FONDOMICRO) into a viable, self-sustaining organization.

III. Project Description

This project will provide funds to develop FONDOMICRO into a viable financially self-sustaining organization which can efficiently provide financing and technical assistance to NGO's operating credit programs to the small and microenterprise sector.

A. Project Objectives/Outputs

1. Train FONDOMICRO staff in: operations, financial management, and credit and technical assistance delivery procedures;
2. Develop and use a business plan and operations manual by and for FONDOMICRO;
3. Develop and install a management information system for FONDOMICRO;
4. Develop programs to train staffs of first level organizations in financial and portfolio management, marketing and project evaluations;
5. Train at least 250 staff of first level organizations;
6. Provide 52 loans to first level organizations.

B. WID Activities and/or Actionable Issues

1. Management Systems International (MSI) reports in their 1989 study of "MICROEMPRESAS in the Dominican Republic" that 40% of the microenterprises in Santo Domingo and Santiago are owned by women. The Project Paper states that an objective of this project is to increase the percentage of women beneficiaries receiving credit to at least 50%.
2. The project paper further states that first level lending organization clients should establish and maintain an information collection and analysis (monitoring and evaluation) system that differentiates for gender. The paper further noted the need to track those uses in which both a man and his wife are actively employed in the supported business although she is not a named recipient.
3. The project strategy also calls for targeting first level organizations which emphasize support for women as FONDOMICRO's client base expands.

C. WID Progress to Date

The project is in its initial stages.

IV. Recommended WID Actions and Target Dates

- A. Steps should be taken to ensure that FONDOMICRO and the first level organizations establish appropriate systems for monitoring gender differentiated project outputs.
- B. A scope of work has been developed under which FONDOMICRO and its NGOs will receive technical assistance from the GEMINI Project. PPC/WID intends to support some key components of the first year effort to establish a demonstration project that incorporates gender issues from the start of the FONDOMICRO project.

I. Project Information

- A. Project Title: Industrial Linkages
- B. Project Number: 517-0252
- C. PACD:
 - 1) Original: 12/31/94
- D. Program Office(s) Responsible: Private Enterprise Development.
- E. Funding Amount(s):
 - 1) Grant: US\$5 million
- F. Implementation Agency(s): Association of Industries (A.I.) and Dominican Association of Industrial Free Zones (ADZONA)
- G. Major Contractor(s): pending

II. Project Purpose

To develop production linkages between local manufacturers, the industrial free trade zones and off-shore markets to increase income and employment in non-Free Trade Zones.

III. Project Description

This project assists domestic producers to increase sales to international free trade zone companies by supporting program activities designed to bring into contact IFTZ operators and firms that are the prospective buyers of locally produced products and services and local industrial firms that are the prospective vendors of goods and services to IFTZs.

A. Project Objectives/Outputs

1. Integrated system of data gathering, processing and dissemination;
2. Analyze and recommend public policy and regulations;
3. Provide technical information and assistance;
4. 265 FTZ manufacturers and 1000 local manufacturers will benefit from the technical assistance training and transfer of technology.

B. WID Activities and/or Actionable Issues

The Social Soundness Analysis predicts that at least 58% of all new jobs created under this project will be held by women.

C. WID Progress to Date

Some information has been published indicating percentages of female employment in selected free zones. At the time of this writing, however, no documentation specific to this project has been seen which requires reporting the levels of employment generated, participation in training, and the technical assistance activities disaggregated by sex.

IV. Recommended WID Actions and Target Dates

Ensure that the implementing agency tracks and reports gender specific information regarding employment generation, training and technical assistance. This information should be reported on the next SAR.

I. Project Information

- A. Project Title:** PVO Co-Financing
- B. Project Number:** 517-0247
- C. PACD:**
 - 1) Original: 8/30/96
- D. Program Office(s) Responsible:** Private Sector, Energy and Environment
- E. Funding Amount(s):**
 - 1) Grant: US\$9.5 million
- F. Implementation Agency(s):**
- G. Major Contractor(s):**

II. Project Purpose

To increase the capability of PVOs and NGOs to deliver selected services and other resources to the poor.

III. Project Description

The project will provide funding for about 35 subprojects to be implemented by PVOs/NGOs over a 7 year period. It will establish a mechanism which will improve and streamline the budgeting, project development, design and approval process and the administrative, technical and financial management of USAID's portfolio of the U. S. and Dominican PVO projects.

A. Project Objectives/Outputs

1. 300,000 rural and urban poor benefitting from PVO projects in the areas of hillside agriculture, health, water and sanitation.
2. Approximately 20 local PVOs institutionally strengthened.
3. Actual and perceived increase of USAID's links with the D.R.'s low income groups and the PVO community.

B. WID Activities and/or Actionable Issues

The PP does an excellent job of addressing gender issues in several ways. First, PVOs which work with women and/or women's PVOs are identified as an important part of the PVO community in the D. R., and as a resource base for the project.

Second, the project will make special effort to work with women's PVOs in the institution building and training part of the project.

Third, one of the criteria for project proposal review will be inclusion of gender issues.

C. WID Progress to Date

None -- project manager just hired.

IV. Recommended WID Actions and Target Dates

Consistent with the project implementation plan, and discussion with the project manager, the following actions are recommended:

A. Include gender issues in the first training session on project design.

Target date: January, 1991

B. Include success stories on projects addressing WID issues in the quarterly newsletter -- the first issue should include an article on gender issues.

Target date: April, 1991

C. Include gender variables where appropriate in project data.

Target date: to coincide with data set development -- probably starting in the second half of 1991.

D. Report progress on gender issues in quarterly reports.

First target date: January, 1991

E. Report progress on gender issues in SAR.

First target date: October, 1990.

F. Assess need for technical assistance related to gender issues and request from PPC/WID if necessary.

Target date: November, 1990.

I Project Information

- A. Project Title: Special Development Activity Fund (SDAF)
- B. Project Number: 517-0050
- C. PACD: on-going
- D. Program Office(s) Responsible: Programs Office
- E. Funding Amount(s):
 - 1) Grant: US\$85 thousand revision requested for increase to \$150 thousand
- F. Implementation Agency(s): n.a.
- G. Major Contractors: n.a.

II Project Purpose

To finance small development projects nationwide, by providing small grants to local community organizations for self-help programs.

III Project Description

The Fund provides funding in the form of self-development grants to assist small-scale, community based, humanitarian and development endeavors. These grants provide funds, limited to one year, for smaller self-help projects, up to US\$3,000 in local currency equivalent and are made to groups of individuals or associations who do not have sufficient assistance or resources to carry out plans for the construction or completion of a project which will be of benefit to a larger group in the community.

Also, since 1983, the Fund has earmarked \$35,000 to \$40,000 to be managed by the Peace Corps under a Special SPA agreement.

A. Project Objectives/Outputs

1. To improve the standard of living through small self-help projects.
2. To provide a mechanism with a minimum of formal processing that has an immediate and direct impact on marginal groups in the Dominican Republic.
3. To provide assistance to those segments of the population which do not receive direct benefits from other USAID projects.

B. WID Activities and/or Actionable Issues

The types of activities that have been funded lend themselves to including women. It is estimated that almost 40% of the Fund's activities include women. These activities include: sewing programs; clothing confections; and handicraft activities.

C. WID Progress to Date

Although there are no data in the available documentation, the focus of some of the activities (as noted above) leads one to believe that women are being included in significant proportions. Systematized monitoring, however, is needed to reveal the extent to which women are participating in this program and to ensure their future participation.

IV. Recommended WID Actions and Target Dates

- A. The WID officer or a member of the WID Committee should be a member of the SDAF Committee in order to be included in the review all proposals received (meets once every 6 months).
- B. The application form for grant proposals should state its questions in such a way as to disaggregate the required information including:
 - 1. data on the number of members of the organization
 - 2. number of direct beneficiaries of the project
- C. For the larger activities where Peace Corp monitoring is required, women's involvement in project activities should be monitored.
- D. Both the questionnaire and end-of-project reports should disaggregate data on organization members and beneficiaries by sex.

VI.

GENERAL RECOMMENDATIONS

- A. The Mission should build women in development and gender issues into new project documents, i. e., PIDs, PPs, and Implementation Plans. Scopes of work for project papers should require integration of WID in all components of the project, not just addressing WID in the social soundness analysis and/or a separate WID section.

This should be monitored by the project manager, division chief, and program office. The WID committee should provide assistance if necessary to achieve full integration. Requests may also be made to PPC/WID to provide technical assistance to PID and PP teams.

- B. USAID Project Officers should take the responsibility for insuring that respective implementing agencies collect, track, and report project progress information in a sex-disaggregated format. Reporting requirements should be modified where necessary to obtain sex-disaggregated data.

The Mission should in turn report sex-disaggregated data in SARs and the CDSS.

NOTE: The team's discussions with implementing agencies indicates that many, if not most, are already collecting sex-disaggregated data, but not reporting it to USAID because it has not been requested. Therefore, with minimal effort, the Mission can obtain documentation of the positive impact many of its projects are having on Dominican women.

- C. The Mission should take action to assure integration of gender considerations in all sector strategies being prepared for the CDSS. Several alternatives exist to accomplish such integration:

1. Amend the scopes of work for contractors preparing the sector strategies to require integration of gender considerations.
2. In addition to #1, request technical assistance from PPC/WID to work with contractors preparing the sectors strategies to assure integration of gender considerations.
3. Hold a 1 1/2-day training for USAID and implementing agency personnel on how to integrate gender considerations into USAID planning and implementation, followed by 3-4 days intensive technical assistance with sector personnel responsible for finalizing sector strategies.

Target date: November 30, 1990

NOTE: Timing is very short to accomplish any of the 3 previous alternative actions -- funds would have to be committed for technical assistance using the \$10,000 set aside for CDSS studies. Efforts would have to begin immediately to identify qualified persons for technical assistance if requested.

- D. If alternative C.3 is not feasible, USAID/Santo Domingo should hold a workshop on integrating gender considerations into project implementation and reporting for USAID and implementing agency personnel and contractors. The workshop should focus on issues such as including gender issues in scopes of work, yearly work plans, reporting and monitoring, and evaluation.

Target date: Before September, 1991

- E. The Mission should provide a forum to encourage linkages among PVOs working with women's projects in the Dominican Republic. Discussions with counterparts indicate interest in forming a steering committee for PVOs and other groups to exchange information and coordinate planning. Funding for an initial seminar could be explored through the PVO project.

The team also recommends that the door be kept open to the public sector by including the GODR Direccion General de Promocion de la Mujer of the Presidencia de la Republica in such a forum. This could help avoid duplication of efforts and encourage dialogue in a setting where all participants are equal players.

Target date: December, 1991

- F. Research efforts for the Mission should be coordinated. Several specific recommendations are made for analysis of the impact of project activities on women, e.g. Micro and Small Business Development, Commercial Farming, Water Management and University Agribusiness Partnership. The results of these studies should be input into the overall USAID planning process related to Women in Development in the Dominican Republic.
- G. The USAID Mission should take the opportunities existing in the A. I. D. reporting process, such as the CDSS and the SAR, to highlight the excellent contributions of many of their projects to the improvement of the quality of life of women in the Dominican Republic.

VII.

SUMMARY AND CONCLUSIONS

The portfolio review of the Dominican Republic USAID portfolio shows that several of the Mission's project are having a significant positive impact on the population of the D. R., including both males and females as participants and beneficiaries. It is noteworthy that many of the counterpart agency project directors are highly qualified professional Dominican women, with an interest in furthering opportunities for other women in their culture. In addition, new projects are making a specific effort to address gender considerations carefully from the beginning stages of the projects.

The USAID Mission Country Development Strategy Statement (CDSS) was used to suggest a WID Strategy, which served as a guide for developing the recommendations for specific projects and general recommendations for the mission are based on patterns identified in the portfolio review process. These general recommendations focus on improving the institutionalization of WID within the mission. Since sector strategies are being prepared, there is a timely opportunity to integrate gender issues into these strategies, rather than developing a separate WID component for the CDSS. The WID component, if required, could then describe the process by which gender is an integral part of each of the sector strategies rather than treat WID as a separate item.

The review identified 5 major categories of project-related recommendations across program divisions in the mission: 1) reporting and tracking, 2) research, 3) component modification, 4) technical assistance, and 5) training. Table I summarizes these by division. As shown in this table, 38% of the total recommended actions focus on better reporting of sex-disaggregated data by the USAID Mission. As noted in the general recommendations presented in the previous section of this document, many implementing agencies are collecting sex-disaggregated data, but not reporting it to the Mission because it has not been requested. The portfolio review team reiterates that, with minimal effort, USAID/Dominican Republic can document more fully the positive impact many of its projects are having on Dominican women.

The second category of recommendations made by the portfolio review team focuses on the need for additional research related to project objectives and implementation plans, these recommendations make up 33% of the total. Much of this research can be carried out under the auspices of existing projects by counterpart institutions already involved in the projects. The research topics identified range from obtaining better information about baseline situations related to gender differences to analyses of policy impacts including differences which are gender-related.

The category of component modification makes up 14% of the total recommendations. These actions relate to some modification or adaptation of a project or project component to improve the integration of gender considerations. In some instances recommendations to make modifications may be paired with those for technical assistance.

The fourth set of recommendations focuses on technical assistance to facilitate more total integration of gender issues into a project. These recommendations make up 10% of the total. In some cases, e.g., the University Agribusiness Partnership, plans have already been made to request this assistance. Careful consideration should be given to additional technical assistance

TABLE I
RECOMMENDED ACTIONS BY PROJECT

		A *	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Agriculture and Rural Development																						
0186	Agribusiness Promotion	RT	RT	R																		
0236	Sugar Diversification	RT	RT		RT																	
0214	Commercial Farming Systems	RT	RT																			
0158	Agricultural Policy Analysis					RT	RT															
0160	Agricultural Sector Training	RT	RT					R														
0159	On Farm Water Mngmnt.	RT	RT						R	CM												
0243	University Agribusiness Partnership	RT	RT								RT	TA										
Total of 7 Projects																						
Each action type's frequency of occurrence out of the total recommended actions for this sector																						
Reporting and Tracking		6/11=55%																				
Research		3/11=27%																				
Component Modification		1/11=9%																				
Technical Assistance		1/11=9%																				
Training		0%																				
Education and Human Resources																						
0157	Graduate Management Training	RT	RT																			
0216	Development Training	RT	RT																			
0640	PTTIC		RT																			
0251	Private Initiatives in Primary Education	RT	RT																			
Total of 4 Projects																						
Each action type's frequency of occurrence out of the total recommended actions for this sector																						
Reporting and Tracking		2/2=100%																				
Research		0%																				
Component Modification		0%																				
Technical Assistance		0%																				
Training		0%																				

* see "Key to Recommended Actions" for corresponding descriptions, which follows this Table.

RECOMMENDED ACTIONS BY PROJECT

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
Health and Population																					
0153	Health Systems Mngmt.												RT								
0239	Child Survival	RT	RT										CM								
0229	Family Planning	RT	RT											R	R	CM					
0256	AIDS Prevention	RT	RT																		
Total of 4 Projects																					
Each action type's frequency of occurrence out of the total recommended actions for this sector																					
Reporting and Tracking		3/7-42%																			
Research		2/7-29%																			
Component Modification		2/7-29%																			
Technical Assistance		0%																			
Training		0%																			
Private Enterprise Development																					
0190	Export Promotion and Investment		RT														R				
0237	Debt Conversion	RT	RT																		
0254	Micro and Small Business Development	RT	RT															TA			
0252	Industrial Linkages	RT	RT																		
0247	PVO Co-Financing	RT	RT																R	RT	T
Total of 5 Projects																					
Each action type's frequency of occurrence out of the total recommended actions for this sector																					
Reporting and Tracking		3/7-43%																			
Research		2/7-29%																			
Component Modification		0%																			
Technical Assistance		1/7-14%																			
Training		1/7-14%																			

RECOMMENDED ACTIONS BY PROJECT

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U
GRAND TOTALS OF FREQUENCIES OF EACH RECOMMENDED ACTION TYPE OCCURRING THROUGHOUT THE PORTFOLIO																					
Reporting and Tracking																					
Research																					
Component Modification																					
Technical Assistance																					
Training																					

Key:

RT-Reporting and Tracking-Actions in which gathering and/or maintaining gender specific data is the sole or primary activity.

R-Research-Actions in which the Mission, Implementing Agency or Contractor undertakes the analysis or evaluation of gender-specific data or information.

CM-Component Modification-Actions in which a project component or its emphasis is reoriented.

TA-Technical Assistance-Actions in which the Mission utilizes gender-related TA.

T-Training-Actions focusing upon gender issues training of those involved in the project.

Key to Recommended Actions

(Each letter represents a specific action: each action is categorized into one of five categories as designated in parenthesis)

- A Implementing agency(s) collect, track and report sex disaggregated data on project outputs. (Reporting and Tracking)
- B Mission project officer reports sex disaggregated data on SAR and routinely as project progress information in required. (Reporting and Tracking)
- C ISA/CADER Research (Research)
- D Include gender disaggregated information on output achievement in mid-term evaluation. (Reporting and Tracking)
- E Identify gender variables for inclusion on data base. (Reporting and Tracking)
- F Include gender differences in simulation models and in future studies and training. (Reporting and Tracking)
- G Conduct follow up study on job placement of women training participants. (Research)
- H Conduct study (involve ISA/CADER) of women's involvement in irrigation areas. (Research)
- I Include specific efforts to enhance women's roles in water users associations. (Component Modification)
- J ISA/CADER should include gender issues where relevant in planned production of monographs. (Reporting and Tracking)
- K Follow-up on request for WID TA on curriculum development research methodologies. (Technical Assistance)
- L Final evaluation data should be disaggregated by sex. (Reporting and Tracking)
- M New project should target all household members. (Component Modification)
- N Evaluate percentage of women in management training. (Research)
- O Evaluate effectiveness of information dissemination. (Research)
- P Increase percentage of male outreach workers. (Component Modification)
- Q Conduct analyses of existing studies and relevant research information. (Research)
- R Establish demonstration activity that incorporates gender issues with TA through GEMINI

Project and PPC/WID. (Technical Assistance)

- S Assess need for TA on gender issues from PPC/WID. (Research)
- T Include WID success stories and progress information in quarterly newsletter. (Reporting and Tracking)
- U Include gender issues in first training session on project design. (Training)

which could help maximize positive project impact and provide more precise tracking of gender issues throughout the life of projects.

Finally, recommendations related to training make up 5% of the total -- reflecting, we think, the overall positive record of the mission in including both male and female participants in their training programs. The recommendations made focus more on building gender considerations into training content of programs planned as part of several projects. This effort has the potential for not only improving the responsiveness of a given project to constraints and opportunities which may be gender-based, but can have a significant "spread effect" into other programs in which workshops participants may play leadership roles.

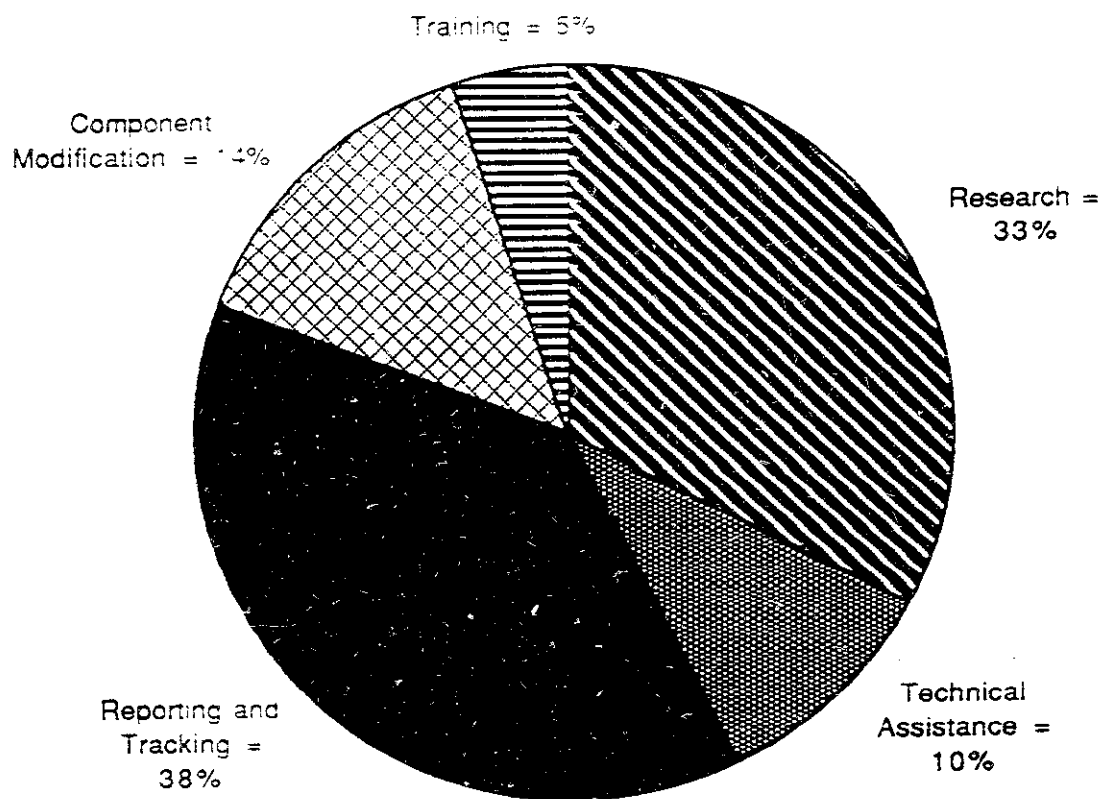
Figure I summarizes for the total mission program, the types of recommendations made as a result of the portfolio review. This clearly illustrates that tracking and reporting efforts need to be improved. This is reflected in the second general recommendation to insure the availability of sex-disaggregated data for reporting. Recommendations for research focusing on gender issues make up the second largest group of recommendations across the divisions. In many instances, the existing project implementation plans provide opportunities for doing the research. In other cases, the project manager may want to consider requesting technical assistance, and additional matching funds, to carry out research focusing on gender concerns.

The overall impression resulting from the portfolio review is that the Santo Domingo Mission generally recognizes the importance of incorporating gender concerns into projects and programs. Staff time is an enormous constraint, and much is being done with very limited resources. To continue to build on existing successes, each project officer will need to make a commitment to use these limited resources in such a way that positive project impacts are maximized for both men and women in the Dominican Republic. As stated in the introduction, the team focused on short-term (2-years) recommendations and tried to identify actions which seemed "do-able" within the limited resource context existing in the mission. Successful implementation of recommendations accepted by the mission will require careful followup over time.

The team again expresses its appreciation for the cooperation, time, and receptiveness of the USAID staff. We respectfully submit this report for your consideration.

FIGURE I

**FREQUENCIES OF EACH RECOMMENDED ACTION TYPE
OCCURRING THROUGHOUT THE PORTFOLIO**



APPENDIX I
SCOPE OF WORK

Scope of Work

Technical Assistance to USAID/DR:
Mission WID Strategy and Portfolio Review

Activity # 50.053

Background:

Mission has requested a two person team for a one month period in country to conduct a review and gender-disaggregated analysis of all Mission activities and make recommendations on what actions can be taken to improve their responsiveness to gender differences among participants and overall effectiveness; this review will also form the basis for a Missions WID Strategy (the latter should also address institutional mechanisms for building the Mission's capacity to analyze and actively address gender issues that arise within its portfolio of projects and nonproject assistance).

Mission has requested personnel have strong backgrounds in social sciences and experience in preparing WID Strategies for USAID Missions and Project design and development for AID. Mission requested assignment be carried out during July-August 1990.

Suggested SOW:

1. Review of project and program documents, especially new initiatives and project designs, and those in areas where gender differences in the DR can be expected to impact project performance
2. Hold meetings and discussions with all technical officers, Mission Director, Deputy Director, Program and Project Development Officers and staff to review gender issues in the projects and other activities they manage, and to build consensus for the team's recommendations on ways to improve the participation of women and men in the Mission's portfolio
3. Collect, review and analyze existing data and studies on gender roles in development by sector in the Dominican Republic, especially in the areas of agriculture, microenterprise, export industries, education, and human resource development
4. Interview representatives of project implementing organizations to determine whether any efforts have been made to address gender differences in their implementation

of projects and delivery of services, and assess their awareness of gender issues that may arise in the implementation of their projects and any needs they may have for technical assistance to improve the effectiveness of their operations vis a vis the female target group in particular

5. Interview officials of NGOs, community organizations, women's organizations, and relevant government agencies to obtain information about the actual and potential roles of women and men in the planned and current project activities and the anticipated effects of the projects on women and men

6. Based on an analysis of the information gathered in #1-5 above, assess the implications of project activities for women and men, and make recommendations to improve the participation of women and men in the projects

7. Assess the efficacy of the Mission's systems for ensuring that gender issues are addressed in all phases of programming and the project cycle: research, design, implementation and monitoring, and evaluation

8. In consultation with the Mission's WID Officer, the WID Committee, the Program Office and Mission management, prepare a Women in Development Strategy document, which:

- briefly identifies opportunities and constraints related to gender differences in the Dominican Republic that influence the ability of women and men to contribute to national development and to improve their own well-being and that of their families
- assesses possibilities to overcome the constraints and to take advantage of the opportunities identified above within the USAID/DR development program
- defines objectives for enhancing the contribution of women and men to USAID-supported development activities
- presents a project by project review (portfolio review) with recommended actions and timing designed to improve project performance vis a vis WID objectives, and to enhance overall project success by taking gender-related factors into account
- provides general guidelines for implementation to facilitate the management of the activities specified in the portfolio review and to ensure that WID activities are institutionalized within the Mission management system

A draft of the WID strategy will be left with the Mission prior to departure. A final draft will be completed within 30 days. The report will be revised according to USAID/DR Mission and PPC/WID comments and made final within 10 days of the receipt of such comments.

Recommended staffing:

A three person team is proposed. A PPC/WID staff person (placed through a contract with Labatt-Anderson) will be available for this assignment; she is an expert in agricultural development with extensive experience in Latin America. This expert will be available at no cost to the Mission. The second team member will be a senior staff person from MSI or Ernst and Young with expertise in private sector development. The team will also include a WID specialist from The Futures Group/GENESYS staff with expertise in microenterprise development and export promotion. In addition to contributing to project analysis for the portfolio review she will collect materials and information to be used in the preparation of both the WID strategy and the CDSS study.

The GENESYS Project Director will participate in initial briefings and consensus building for the development of the strategy, but will not be with the team for the entire period.

Because of constraints on the availability of senior staff, the field portion of the assignment will be limited to three weeks. However, the addition of a third team member will make it possible to accomplish the task in a shorter period of time than that requested by the Mission.

Budget:

The approximate cost for this activity will be \$30,000; the minimum buy-in required from USAID/DR will be \$7,500.

Please note that GENESYS feels that the WID Strategy/Portfolio Review requires a greater LOE than that requested by the Mission, especially if it is to contribute to subsequent CDSS studies. However, the participation of a staff person from PPC/WID will make it possible to supply the appropriate LOE at no additional cost to the Mission.

APPENDIX II
LIST OF PERSONS CONTACTED

LIST OF CONTACTS

Raymond F. Rifenburg
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Thomas F. Cornell
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USAID/Santo Domingo

Nedra Huggins-Williams
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Kenneth Wiegand
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Carlos Gonzales
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Ag Sector Training Project
USAID/Santo Domingo

David Gardella
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On-Farm Water Mgmt. Project
USAID/Santo Domingo

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Amarilis Monzon
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Consejo Estatal de Azucar
(State Sugar Council)
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USAID/Santo Domingo

Anne Beasley
Small Industry Project
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USAID/Santo Domingo

Richard Mangrich
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USAID/Santo Domingo

William Binford
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Ed & Human Resources Office
USAID/Santo Domingo

Lisa Doig
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APPENDIX III
LIST OF DOCUMENTS REVIEWED

DOCUMENT REVIEW

the USAID/Dominican Republic Portfolio Review include project reports, as well as a number of reports and publications from U.S. and donor organizations. The following is a list of documents reviewed.

del, C.; Garcia Michel, E.; and Peguero, A.
Zonas Francas Industriales: El Exito De Una Politica Economica. Santo Domingo: Orientacion Economica.

Report of MUDE Dominicana in Operating a Women-Specific Credit Program.
Women's Ventures: Assistance in the Informal Sector in Latin America. Buvinic, M. Editors. West Hartford: Kumarian Press.

Summary of Major Technical Assistance Activities, Years I, II, III, & IV." Santo Domingo: Associates.

Report of organismos gubernamentales y no gubernamentales que trabajan en Santo Domingo: UNICEF.

Report of the Republic of the Dominican Republic. Asociacion Dominicana de Familias (PROFAMILIA). Santo Domingo: PROFAMILIA.

Report of the Social de la Mujer Dominicana en Cifras. Instituto Internacional de Estudios para la Investigacion, Capacitacion y Promocion de la Mujer.

Report of the Dominican Republic." Prepared for USAID/PPC/WID. Washington, D.C.

Report of the 'WID' Side: Summary of Field Research on 'Women in the Dominican Republic and Guatemala.' For USAID/LAC and the Caribbean.

Report of the Comite de Analisis de Politica Agropecuaria, Unidad de Estudios de Analisis de Politica Agropecuaria, Informe de Ejecucion de la Fase 1984 - Marzo 1989."

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Report of the Zonas Francas Industriales de Exportacion en la Republica Dominicana. Santo Domingo: Fundacion Economia y Desarrollo, Inc.

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Rodriguez, Arelis M.

1989, August. "Impact of the Free Zones on Female Employment and Entrepreneur Development in the Dominican Republic." Presented to the World Bank.

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